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CALL TO ORDER

[Time: 00:00:02]

Mayor Lane: GOOD AFTERNOON EVERYONE. THANK YOU FOR BEING HERE FOR OUR SPECIAL MEETING MAY 21, 2013. IT IS APPROXIMATELY 5:00. WE'LL CALL THIS MEETING TO ORDER WE'LL START WITH ROLL CALL PLEASE.

ROLL CALL

[Time: 00:00:14]

City Clerk Carolyn Jagger: MAYOR JIM LANE

Mayor Lane: PRESENT.

Carolyn Jagger: VICE MAYOR SUZANNE KLAPP

Vice Mayor Klapp: HERE.

Carolyn Jagger: COUNCILMEMBERS VIRGINIA KORTE

Councilmember Virginia Korte: HERE.

Carolyn Jagger: BOB LITTLEFIELD.

Councilman Littlefield: HERE.

Carolyn Jagger: LINDA MILHAVEN

Councilmember Linda Milhaven: HERE.

Carolyn Jagger: GUY PHILLIPS

Councilmember Guy Phillips: PRESENT.

Carolyn Jagger: AND DENNIS ROBBINS

Councilmember Dennis Robbins: HERE.

Carolyn Jagger: ACTING CITY MANAGER DAN WORTH

Acting City Manager Dan Worth: HERE.

Carolyn Jagger: DEPUTY CITY ATTORNEY BRUCE WASHBURN.

Deputy City Attorney Steve Bennett: STEVE BENNETT FOR BRUCE WASHBURN.

Carolyn Jagger: I AM SO SORRY. CITY TREASURER DAVID SMITH

City Treasurer David Smith: PRESENT.

Carolyn Jagger: CITY AUDITOR SHARRON WALKER.

City Auditor Sharron Walker: HERE.

Carolyn Jagger: AND THE CLERK IS PRESENT.

PLEDGE OF ALLEGIANCE

[Time: 00:00:45]

Mayor Lane: THANK YOU. IF YOU WOULD JOIN US AS COUNCILWOMAN KORTE LEADS US IN THE PLEDGE OF ALLEGIANCE.

Councilmember Korte: PLEDGE OF ALLEGIANCE.

ITEM 1 – CITY MANAGER CANDIDATE PRESENTATIONS AND INTERVIEWS

[Time: 00:01:12]

Mayor Lane: TONIGHT'S SPECIAL MEETING IS SPECIFICALLY FOR THE INTRODUCTIONS OF THE THREE FINALISTS IN OUR CANDIDATES FOR CITY MANAGER. AND SO WE ARE HERE TO PRESENT THEM NOT ONLY TO OUR OURSELVES HERE ON THE DIAS BUT ALSO TO THE PUBLIC AND TO THOSE HERE IN THE AUDIENCE. THIS IS ONE OF THE FINAL STEPS IN THAT REVIEW PROCESS AND IN THE SELECTION PROCESS WHICH HAS BEEN ON-GOING FOR A NUMBER OF MONTHS. RIGHT NOW I CERTAINLY WANT TO THANK BERNADETTE LA MAZZA FOR ALL THE WORK YOU'VE DONE AND OF COURSE WITH THE CONSULTANTS AND YOUR STAFF AND IN PUTTING THIS TOGETHER FOR US. THE COUNCIL HAS HAD THE BENEFIT OF DISCUSSING AND INTERVIEWING INDIVIDUALLY WITH EACH OF THE CANDIDATES. WE ARE HERE TO PRESENT CERTAINLY SOME QUESTIONS HERE IN PUBLIC FOR EACH OF THE CANDIDATES INDIVIDUALLY. WE'LL GET STARTED RIGHT NOW WITH THAT ONE AND ONLY ITEM WE HAVE ON THE AGENDA AND THAT IS THE CITY MANAGER CANDIDATE PRESENTATION AND INTERVIEWS. THESE PRESENTATIONS AND INTERVIEWS ARE OF THE FOLLOWING CITY MANAGER CANDIDATES: FRITZ BEHRING, CHARLES MEYER AND THOMAS WILSON.

[Time: 00:02:36]

Human Resources Manager Bernadette La Mazza: GOOD EVENING. I COME BEFORE YOU TO INTRODUCE THE THREE CANDIDATES FOR CITY MANAGER. THE CANDIDATES WILL EACH HAVE 20 MINUTES TO GIVE A PRESENTATION AND ANSWER ANY QUESTIONS YOU MAY HAVE. EACH CANDIDATE WILL BE TIMED SO THAT EACH CANDIDATE HAS THE SAME AMOUNT OF TIME AND ONLY ONE CANDIDATE WILL BE IN THE KIVA AT A TIME. AT THE CONCLUSION OF EACH OF THE INDIVIDUAL PRESENTATIONS ALL THREE CANDIDATES WILL BE BROUGHT BACK IN ORDER TO MEET AND MINGLE WITH THE PUBLIC. AT THIS TIME I WOULD LIKE TO GO AHEAD AND INTRODUCE OUR FIRST CANDIDATE, OUR FIRST CANDIDATE IS MR. FRITZ BEHRING, HE'S CURRENTLY THE COUNTY MANAGER FOR PINAL COUNTY. HE HAS BEEN THERE SINCE NOVEMBER OF 2010. HE BRINGS WITH HIM OVER 20 YEARS OF EXPERIENCE AS A CITY ADMINISTRATOR, CITY MANAGER AND COUNTY MANAGER IN SUCH PLACES AS THE CITY OF CENTRAL CITY NEBRASKA, CITY OF FORT MEADE FLORIDA, CITY OF DELTONA FLORIDA, CLAY COUNTY FLORIDA AND PINAL COUNTY ARIZONA. MAYOR AND MEMBERS OF COUNCIL MR. FRITZ BEHRING.

[Time: 00:03:52]

FRITZ BEHRING CITY MANAGER APPLICANT PRESENTATION

Fritz Behring: FIRST OF ALL I WANT TO THANK YOU ALL FOR THIS OPPORTUNITY TO INTERVIEW FOR THE POSITION OF CITY MANAGER AND I WANT TO KEEP MY COMMENTS BRIEF BUT I WANT TO TAKE THIS OPPORTUNITY TO INTRODUCE ME TO YOU AND GIVE YOU A BETTER IDEA OF ABOUT WHO I AM AND WHAT I THINK I CAN BRING TO THIS POSITION. THE PURPOSE OF MY PRESENTATION TONIGHT IS TO NOT ONLY GIVE YOU A BRIEF INTRODUCTION BUT SO YOU CAN UNDERSTAND MY PROFESSIONAL EXPERIENCE, MY EDUCATION AND MY SKILLS AND PROVIDE A LITTLE INSIGHT TO MY MANAGEMENT PHILOSOPHY. THE KEY POINTS I'M GOING TO GO OVER TODAY INCLUDE MY EDUCATION, EXPERIENCE, MY CORE COMPETENCIES, MY LEADERSHIP QUALITIES, AND THEN A LITTLE BIT ABOUT WHAT I LIKE TO DO ON MY FREE TIME. TO BEGIN WITH I HAVE EDUCATION. I HAVE A MASTERS IN PUBLIC ADMINISTRATION FROM THE UNIVERSITY OF SOUTH DAKOTA. I HAVE A BACHELOR OF ARTS DEGREE FROM THE SAME INSTITUTION. I HAVE 23 YEARS OF EXPERIENCE OF CONTINUOUS EXPERIENCE IN

EXECUTIVE LEVEL LOCAL GOVERNMENT ADMINISTRATION IN BOTH CITIES AND COUNTIES IN THE STATES OF NEBRASKA, FLORIDA AND ARIZONA. MY CORE COMPETENCIES AS I SEE THEM INCLUDE ORGANIZATIONAL CHANGE AND REDEVELOPMENT, FINANCIAL MANAGEMENT, PERFORMANCE MANAGEMENT AND TRANSPARENCY AND ACCOUNTABILITY. SPEAKING ABOUT MY CORE COMPETENCY OF ORGANIZATIONAL CHANGE AND DEVELOPMENT IN SEVERAL OF MY LAST POSITIONS I'VE BEEN ABLE TO RESTRUCTURE ORGANIZATIONS THAT BROUGHT ABOUT FINANCIAL SAVINGS. THOSE FINANCIAL SAVINGS RESULTED IN TAX REDUCTIONS FOR THE TAXPAYERS. IN PINAL COUNTY WE REDUCED OUR GENERAL FUND EXPENDITURES OVER THE LAST TWO FISCAL YEARS BY OVER 5%, NOT REDUCED THE BUDGET BUT REDUCED SPENDING IN THE GENERAL FUND. WE WERE ALSO ABLE TO REDUCE OUR PRIMARY PROPERTY TAX RATE BY 5% OVER THAT SAME TIME FRAME. WE'VE BEEN ABLE TO EVALUATE VARIOUS OPERATIONS, CONTRACTS FOR SERVICES TO FIND WASTES IN THE COUNTY OPERATION AND CHANGE AND FIX THOSE PROBLEMS TO BRING ABOUT SAVINGS TO THE TAXPAYER. SIMILARLY IN CLAY COUNTY FLORIDA MY LAST JOB IN FLORIDA WE WERE ABLE TO RESTRUCTURE THE PROPERTY TAX COLLECTION SYSTEM RESULTING IN A TAX REDUCTION OF 16% IN THE TAX RATE. MY EFFORTS HAVE BEEN RECOGNIZED BY THE ARIZONA TAX RESEARCH ASSOCIATION IN 2011 WHEN THEY AWARDED ME THE J ELLIOT HIBBS GOOD GOVERNMENT AWARD.

REGARDING PERFORMANCE MANAGEMENT, WHEN I CAME INTO PINAL COUNTY I WAS FORTUNATE TO SEE AN ORGANIZATION THAT HAD EMBRACED THE CONCEPT OF PERFORMANCE MANAGEMENT, INITIAL EFFORT BY THE COUNTY IN 2008 AND UNFORTUNATELY DID NOT MEET ITS EXPECTATIONS. WHEN I ARRIVED IT WAS A TANGLED MESS OF MEASUREMENTS AND DATA THAT NOBODY HAD FAITH IN, THE EMPLOYEES DIDN'T BELIEVE IN, THE PUBLIC DIDN'T BUY INTO AND THE BOARD OF SUPERVISORS WASN'T SURE IT WAS ACCURATE. THE PRIMARY PROBLEM WITH OUR PERFORMANCE MANAGEMENT SYSTEM WAS THAT THE EMPLOYEES NEVER BOUGHT INTO THE SYSTEM, IT WAS HANDED DOWN TO THEM BY MANAGEMENT SAYING HERE IS OUR NEW ISSUE FOR THE DAY, GET ON BOARD WITH IT AND NOBODY EVER DID. SO, WE DECIDED TO OVER HAUL THE PERFORMANCE MANAGEMENT SYSTEM AND WE STARTED THAT EFFORT WE WENT TO THE EMPLOYEES FIRST TO GET THEIR INPUT. WHAT WE HAVE TODAY IS A TRUE PERFORMANCE MANAGEMENT SYSTEM THAT ACCURATELY MEASURES, PROVIDES METRICS OF WHAT WE'RE DOING RIGHT AND UNFORTUNATELY WHAT WE'RE DOING WRONG IN THE AREA IN THE ORGANIZATION. WE'RE NO LONGER ARE WE MEASURING FOR THE SAKE OF MEASUREMENT ALONE. WE'VE SIMPLIFIED THE PROCESS, WE MANAGED THE PROCESS. WE MEASURE OUR RESULTS AND WE PERFORM AND TAKE ACTION FROM THOSE MEASUREMENTS. WE USE TRANSPARENCY IN OUR SYSTEM TO GET THE PUBLIC'S TRUST AND PUBLIC'S BUY IN TO THE PROCESS. THROUGH THAT RESTRUCTURING OF OUR PERFORMANCE MANAGEMENT SYSTEM WE WERE HONORED BY THE ICMA INTERNATIONAL CITY COUNTY MANAGER'S ASSOCIATION IN 2012 WITH A CERTIFICATE OF EXCELLENCE AND PERFORMANCE MANAGEMENT WE ARE ONE OF ONLY 3 COUNTIES IN THE UNITED STATES TO GET THAT AWARD THAT YEAR. ANOTHER CORE COMPETENCY I HAVE IS TRANSPARENCY AND ACCOUNTABILITY. I HAVE ALWAYS STRIVED IN MY PROFESSIONAL CAREER TO MAKE GOVERNMENT MORE OPEN AND TRANSPARENT TO THE TAXPAYER AND TO THE PUBLIC AT LARGE. I KEEP THE GOVERNING BODY INFORMED. THE LAST THING YOU WANT AS A SURPRISE AND THE LAST THING I WANT IS A SURPRISE SO THE BOARD ALWAYS KNOWS WHAT'S GOING ON FROM MY PERSPECTIVE. IN AN EFFORT TO IMPROVE TRANSPARENCY IN PINAL WE DID OVER HAUL OF OUR COUNTY WEBSITE WAS THE FIRST OVER HAUL OF THE WEBSITE IN 4 YEARS AND WE'VE DONE EVERYTHING WE CAN TO MAXIMIZE TRANSACTIONAL WORK TO BE DONE ONLINE AS OPPOSED TO COMING DOWN TO DO IT IN LINE. BECAUSE OF OUR EFFORTS AND TRANSPARENCY, WE

WERE RECOGNIZED EARLIER THIS YEAR BY THE SUNSHINE REVIEW ORGANIZATION AND WE ARE ONE OF 35 COUNTIES IN THE UNITED STATES TO BE GIVEN A GRADE OF A PLUS FOR TRANSPARENCY. WE'RE THE ONLY COUNTY IN ARIZONA TO GET THAT DESIGNATION AND IN FACT NO COUNTIES IN THE STATE OF CALIFORNIA, UTAH OR NEVADA GOT AN A PLUS FOR TRANSPARENCY, SO WE'RE PROUD OF WHAT WE'RE DOING IN PINAL COUNTY.

[Time: 00:09:47]

WHEN IT COMES TO LEADERSHIP AND LEADERSHIP AND MANAGEMENT THERE'S A FEW THINGS I WOULD LIKE TO TALK ABOUT. IT'S MY MANAGEMENT STYLE OF GENERAL. MY MANAGEMENT AS IT APPLIES TO THE TEAM AND TO THE MANAGEMENT TEAM AND MY EMPLOYEES AND THEN LASTLY MY MANAGEMENT STYLE AS IT APPLIES TO THE ELECTED OFFICIALS. FIRST OF ALL MY MANAGEMENT STYLE CAN BE SUMMARIZED AS FOLLOWS. I'M A HANDS-ON MANAGER BUT I'M NOT A MICRO MANAGER. I KEEP THE FINGER ON THE PULSE OF THE ORGANIZATION, I LIKE TO STAY INFORMED. I DO SEE THE BIG PICTURE BUT I STAY ON TOP OF THE DETAILS AND I MONITOR THE DETAILS. I'M RESULTS ORIENTED. THE PRODUCT IN MY OPINION IS FAR MORE IMPORTANT THAN THE PROCESS AND JUST TALKING ABOUT CHANGE OR TALKING ABOUT IMPROVING THE SITUATION ISN'T ENOUGH, YOU ACTUALLY HAVE TO IMPLEMENT THOSE CHANGES. I BELIEVE IN BEING CANDID. I BELIEVE IN TELLING PEOPLE WHAT THEY HAVE TO HEAR SOMETIMES, WHETHER IT'S GOOD OR BAD NEWS. I'M TRUSTWORTHY. I LIKE TO KEEP MY STAFF AND MY BOSSES IN THE LOOP AND KEEP THEM AND KEEP EVERYTHING THAT I PROVIDE TO THEM COMPLETELY HONEST AND I DO HAVE A CLEAR VISION OF WHERE WE ARE GOING AS AN ORGANIZATION AND WILL MAKE EVERY EFFORT TO ACCOMPLISH THE GOALS OF THE BOARD. REGARDING MANAGEMENT OF THE MANAGEMENT TEAM AND MY EMPLOYEES I AM AN ACTIVE LISTENER I GET TO KNOW THE EMPLOYEES AND THEIR SKILL SETS. I FIND THE GOOD IN PEOPLE, NOT THE BARRIERS. I FOCUS MY EFFORTS TO CHALLENGE EMPLOYEES, TO GET THEM OUT OF THEIR COMFORT ZONES AND TO PUSH THEM TO DO WHAT'S RIGHT, NOT NECESSARILY TO DO WHAT'S EASY AND I LEAD BY EXAMPLE.

REGARDING THE MAYOR AND COUNCIL, MY NUMBER 1 JOB AS CITY MANAGER IS TO MAKE YOUR JOB EASIER. YOU SHOULD NOT HAVE TO WORRY ON A DAY-TO-DAY BASIS ABOUT WHETHER THE TRAINS ARE RUNNING ON TIME, THAT'S MY JOB. YOUR EFFORTS SHOULD BE DEVOTE TODAY POLICY DECISIONS AND THE FUTURE OF THIS COMMUNITY. WHEN I BRING A PROBLEM TO YOU, I PROMISE I WILL ALWAYS BRING A SOLUTION WITH THAT PROBLEM. THE RESPONSIBILITY IS MINE TO STAY ON TOP OF THE DAY TODAY OPERATIONAL ISSUES I TAKE THAT SERIOUSLY. I HATE SURPRISES AND I KNOW MY BOSSES HATE SURPRISES. YOU'LL NEVER BE SURPRISED READING ABOUT SOMETHING IN THE FRONT PAGE OF THE PAPER UNDER MY WATCH AS YOUR CITY MANAGER. AND IN ORDER TO DO THAT SUCCESSFULLY I HAVE TO HAVE A GOOD UNDERSTANDING OF WHAT IS TRULY IMPORTANT TO EACH AND EVERY ONE OF YOU. WITH SEVEN INDIVIDUALS, YOU'RE GOING TO HAVE SEVERAL DIFFERENT SETS OF PRIORITIES. IT'S MY JOB TO IDENTIFY THOSE AND PULL THOSE ISSUES TOGETHER AND WORK TOWARDS THE COMMON GOOD.

WHY AM I INTERESTING IN SCOTTSDALE, FEW SIMPLE POINTS, AFTER 20 PLUS YEARS IN THE CAREER OF LOCAL GOVERNMENT ADMINISTRATION, THIS WOULD BE A CAPSTONE OPPORTUNITY FOR ME. OBVIOUSLY, THE CITY OF SCOTTSDALE IS ONE OF THE PREMIER MANAGEMENT OPPORTUNITIES IN THE SOUTHWEST UNITED STATES. IT'S ONE OF THE PREMIER CITIES IN THE UNITED STATES AND IT WOULD

BE A REAL HONOR TO BE ABLE TO BE ABLE TO BE PART OF THAT MANAGEMENT TEAM. BUT MORE IMPORTANTLY IT WOULD ALLOW ME THE OPPORTUNITY TO WORK AT AN ORGANIZATION, AN ORGANIZATION THAT HOLDS THINGS LIKE INTEGRITY, ACCOUNTABILITY, FISCAL RESPONSIBILITY AND CUSTOMER SERVICE TO A TRUE LEVEL. NOT JUST MERE WORDS BUT ACTUALLY FOLLOW THOSE AS GUIDES. AND TRY TO ANSWER THE QUESTION THAT STAFF HAS ASKED OF ME IS WHAT IS THE ANSWER, THE QUESTION WAS POSED, WHAT IS THE QUESTION THAT'S ON THE MIND OF EACH OF YOU TONIGHT. I THINK THE QUESTION WOULD BE WHAT CAN I DO AS YOUR CITY MANAGER TO PRESERVE WHAT'S RIGHT WITH SCOTTSDALE, TO PRESERVE WHAT'S UNIQUE ABOUT SCOTTSDALE AND TO IMPROVE UPON THOSE CHALLENGES THAT EVERY COMMUNITY HAS. SCOTTSDALE IS A UNIQUE OPPORTUNITY AND I THINK I HAVE THE LEADERSHIP SKILLS AND THE EXPERIENCE TO HELP YOU MAKE IT EVEN A BETTER COMMUNITY IN THE FUTURE. A LITTLE BIT ABOUT MY FREE TIME AND WHAT I LIKE TO DO, I DO LIKE TO KEEP A BALANCE IN MY LIFE. I LIKE TO SPEND TIME WITH MY FAMILY AND FRIENDS. I ENJOY VISITING NATIONAL STATE PARKS. I ENJOY LIVE MUSIC, COLLEGE FOOTBALL, AND WALKING, BICYCLING, AND HIKING. I THANK YOU FOR THIS OPPORTUNITY, THANK YOU FOR LISTENING TO ME AND I'D BE HAPPY TO ANSWER ANY QUESTIONS YOU MIGHT HAVE.

[Time: 00:14:47]

Mayor Lane: THANK YOU MR. BEHRING I APPRECIATE THOSE COMMENTS ON YOUR BACKGROUND AND ALL OF THAT INFORMATION NOT ONLY FOR US HERE ON THE DIAS BUT ALSO FOR THE PUBLIC. I THINK WE DO HAVE SOME QUESTIONS FOR YOU AND I THINK LET ME START OFF BY JUST TALKING A LITTLE BIT ABOUT SOMETHING THAT WE HAD MENTIONED SOMEWHAT RECENTLY IN OUR CONVERSATIONS AND THAT IS FROM YOUR RECENT EXPERIENCE YOU'VE OUTLINED A GOOD DEAL THAT I CAN SEE SOME CORRELATION BETWEEN WHAT YOU'RE DOING NOW AND YOUR CURRENT POSITION AND WHAT YOU WOULD BE DOING HERE. ARE THERE SOME RECENT EXPERIENCES THAT WOULD DIRECTLY CONNECT WITH WHAT YOU MIGHT SEE AS IT MIGHT BE APPLIED HERE IN SCOTTSDALE?

Fritz Behring: I CERTAINLY BELIEVE EVERY ORGANIZATION CAN IMPROVE UPON ITSELF YOU KNOW, WHILE WE'RE STARTING FROM A GOOD STARTING POINT HERE IN THE CITY OF SCOTTSDALE, THIS ORGANIZATION WE CAN FIND IMPROVEMENTS IN THE WAY WE DELIVER SERVICES AND THE COST OF WHICH THOSE SERVICES ARE. WE WOULD START OUT FROM MY POINT OF VIEW, DOING A SIMILAR APPROACH TO WHAT I DID IN PINAL COUNTY. TO IDENTIFY WHAT WE'RE DOING WHAT OUR CORE SERVICES ARE, WHAT WE HAD TO PROVIDE SERVICES AND START TO PRIORITIZES THOSE AND MAKE SURE WE'RE DOING THOSE AS COST EFFECTIVELY AS POSSIBLE AND THAT WOULD BE SOMETHING THAT WE DONE. I'VE HAD TO DO IN THE PAST AND SOMETHING THAT I WOULD APPROACH HERE AS WELL. THERE IS NO SUCH THING AS A PERFECT ORGANIZATION AND WE ALWAYS HAVE TO BE LOOKING FOR WAYS TO IMPROVE THE WAY WE PERFORM AND THE SERVICES THAT WE DELIVER, THAT'S. HOPEFULLY THAT ANSWERS YOUR QUESTION.

Mayor Lane: YES, IT DOES, AND THANK YOU. COUNCILWOMAN MILHAVEN.

Councilwoman Milhaven: THANK YOU FOR YOUR TIME TODAY. SO IF WE WERE SITTING HERE 3 TO 5 YEARS FROM NOW, WHAT WOULD YOU CONSIDER TO BE SUCCESS IN 3 TO 5 YEARS?

Fritz Behring: SUCCESS WOULD BE A GOVERNING BOARD THAT WAS HAPPY WITH THE DIRECTION THAT THE CITY WAS HEADED. IT WOULD BE A WORK FORCE THAT HAD AN INCREASED SENSE OF MORALE, IT WOULD BE AN ORGANIZATION THAT WAS WORKING TOGETHER AND NOT WORKING BETWEEN EACH OTHER AND IT WOULD BE A COMMUNITY THAT HAD INCREASED FAITH IN ITS LOCAL GOVERNMENT THAT THEY WERE BEING TOLD THE CANDID TRUTH, ALL THE FACTS AND THAT DECISIONS WERE BEING MADE WITH THE BEST INFORMATION POSSIBLE. THERE WILL ALSO BE DIFFERENCES IN POLICIES AND THERE ALSO BE DIFFERENCES IN APPROACHES. THE PUBLIC HAS TO HAVE FAITH THAT GOVERNMENT LEADERS ARE MAKING THE BEST DECISIONS THEY CAN MAKE IN ORDER FOR YOU TO MAKE GOOD DECISIONS, YOU HAVE TO HAVE THE BEST INFORMATION AND ALL THE INFORMATION TO MAKE THOSE DECISIONS AND THAT WOULD BE MY JOB TO MAKE SURE YOU'VE HAD THAT.

Councilwoman Milhaven: THANK YOU.

Mayor Lane: THANK YOU COUNCILWOMAN. COUNCILMAN PHILLIPS.

[Time: 00:18:00]

Councilmember Phillips: THANK YOU MAYOR. THE LAST CITY MANAGER AND I'M NOT TALKING ABOUT THE INTERIM CITY MANAGER BUT THE ONE BEFORE THAT WAS NOT AS RESPONSIVE TO PUBLIC CONCERNS AND PUBLIC FEELING. HOW WOULD YOU SPECIFICALLY HANDLE PUBLIC INQUIRES?

Fritz Behring: IN MY CURRENT POSITION I SPENT A LOT OF TIME DEALING WITH THE PUBLIC AND I SPEAK TO CIVIC GROUPS, I SPEAK TO POLITICAL GROUPS. I SPEAK TO ALL TYPES OF ORGANIZATIONS, WHENEVER I'M INVITED TODAY SPEAK TO ORGANIZATION, ABSENCE SOME SCHEDULING CONFLICT I WILL ACCEPT THOSE REQUESTS AND GO AND SPEAK AND GIVE AN UPDATE AS TO WHAT'S GOING ON IN THE LOCAL GOVERNMENT. I ROUTINELY MEET WITH INDIVIDUALS IN MY OFFICE AND I ROUTINELY MEET WITH ACTIVISTS IN THE COMMUNITY. AND I THINK IF WERE TO TALK TO PEOPLE IN PINAL COUNTY I HAVE AN OPEN-DOOR POLICY WHEN IT COMES TO PEOPLE WHO MAY AGREE WITH ME AND PEOPLE WHO DISAGREE WITH ME AS WELL. I TAKE EVERYBODY'S OPINION SERIOUSLY. I TREAT IT WITH RESPECT AND I DON'T PLAY FAVORITES.

Mayor Lane: THANK YOU COUNCILMAN. COUNCILMAN ROBERTS.

Councilman Robbins: THANK YOU MR. BEHRING. THE CITY STAFF HAD AT ONE TIME HAD A SLOGAN THAT SAID SIMPLY BETTER SERVICE AS IT RELATES TO PROVIDING TO BASIC CITY SERVICES TO OUR CITIZENS. AND THE BUDGET THAT WE WORK ON AS COUNCIL AND PROVIDE TO OUR CITIZENS IS EXTREMELY IMPORTANT. HOW DO YOU LOOK UPON THE BUDGET AND HOW THAT REFLECTS CITIZEN VALUES AND HOW IS THAT IMPLEMENTED IN THE COMMUNITY AND THEN THE SECOND PART OF THE QUESTION WOULD BE, HOW DO YOU VIEW BASIC CITY SERVICES, THE PRIMARY FUNCTION THAT WE'RE ASKED TO DO HERE AS COUNCIL OR AS STAFF, HOW DO YOU VIEW THAT AS RELATES TO THE CITIZENS' NEEDS?

Fritz Behring: LET ME ANSWER THE SECOND PART FIRST, THE PRIORITY OF THE CITY IS TO DELIVER SERVICES TO ITS RESIDENTS AND THERE ARE SERVICES THAT IS WE HAVE TO DELIVER, THE SERVICE

THAT TAXPAYER EXPECTS US TO DELIVER AND OUR JOB IS TO DELIVER IT IN A TIMELY, EFFICIENT COST EFFECTIVE MANNER. THAT'S THE STARTING POINT. REGARDING THE BUDGET, THE BUDGET IS PROBABLY THE MOST EASILY IDENTIFIABLE DOCUMENT THAT REPRESENTS THE GOALS AND THE PRIORITIES OF THE BOARD AND WHAT I'M SAYING BY THAT IS IN AND OF ITSELF THE DOCUMENT DOESN'T SAY ANYTHING. IT'S A LIST OF NUMBERS AND CALCULATIONS, WHAT IT DOES IS IT REPRESENTS WHAT'S IMPORTANT IN THE EYES OF YOU OF THE ELECTED OFFICIALS AND IF CERTAIN ISSUES AND CERTAIN SERVICES ARE IMPORTANT THEY WILL BE REFLECTED IN THAT BUDGET DOCUMENT. AND OBVIOUSLY YOU HAVE TO HAVE A SPENDING PLAN THAT COINCIDES WITH THE WISHES OF THE ELECTED OFFICIALS SO DO THE TWO GO HAND IN HAND, I HOPE THAT ANSWERS THE QUESTION.

Councilman Robbins: YES. THANK YOU.

Mayor Lane: THANK YOU COUNCILMAN. COUNCILWOMAN KORTE.

[Time: 00:21:29]

Councilmember Korte: THANK YOU, MAYOR. THANK YOU MR. BEHRING. READING THROUGH YOUR MATERIAL, THE RENOVATION AND PRESERVATIONS OF COURTHOUSES SEEMS TO BE A COMMON THEME FOR YOU, ONE IN FLORIDA, CLAY COUNTY AND THEN THE OTHER IN PINAL COUNTY. PHILOSOPHICALLY TAKING THAT COURTHOUSE PRESERVATION IS THAT A REFLECTION OF VALUES FOR YOU, PERSONAL VALUES AND HOW DO YOU THREAD YOUR PERSONAL VALUES INTO YOUR WORK PLACE?

Fritz Behring: TO BE HONEST, THE PRESERVATION OF THE COURTHOUSE IN PINAL COUNTY STARTED OFF ON MY FIRST WEEK ON THE JOB. THE BOARD HAD PLANNED TO BUILD A NEW FACILITY ON OUR COUNTY CAMPUS IN FLORENCE AND IT DAWNED ON ME THAT AS THEY WERE PLANNING TO BUILD A NEW BUILDING ON OUR CAMPUS, WE HAD THIS GRAND OLD HISTORIC BUILDING PUT SITTING NEXT TO MY ADMINISTRATION OFFICE SITTING EMPTY. IT WAS BASICALLY USED AS A WAREHOUSE. SO PUT TWO AND TWO TOGETHER IT MADE SENSE, WE TOOK CARE OF OUR SPACE NEEDS FOR THE BOARD AND AT THE SAME TIME WE PRESERVED ONE OF THE OLDEST PUBLIC BUILDINGS IN THE STATE OF ARIZONA. I'M A FIRM BELIEVER THAT ESPECIALLY IN ARIZONA WE DON'T DO ENOUGH TO PRESERVE OUR HISTORICAL ARCHITECTURE. WE DON'T DO ENOUGH TO PRESERVE THOSE THINGS THAT REPRESENT OUR HISTORY AND SO FROM THAT POINT OF VIEW I SUPPOSE YOU CAN SAY THAT WE TIED PERSONAL THOUGHTS INTO THAT PROCESS. BUT IT WASN'T JUST MY PERSONAL THOUGHTS. IT WAS THE THOUGHTS OF MANY PEOPLE IN THE COMMUNITY THE HISTORICAL SOCIETY. THE ELECTED OFFICIALS AS WELL WHO WANTED TO SEE THAT BUILDING RESTORED AND SAVED. SO I DO SOMETIMES I SUPPOSE LET MY PERSONAL THOUGHTS ENTER INTO MY THINKING IN MY JOB, BUT THE DRIVING FORCE OF THAT WAS SIMPLY PRESERVING A PUBLIC FACILITY THAT THE VOTERS AND THE RESIDENTS OF PINAL COUNTY WERE NOT GOING TO ALLOW ME TO TEAR DOWN AND WOULD NOT BE HAPPY IF WE CONTINUED TO LET IT DETERIORATE. SO THAT'S THE GIVEN FACTS I HAVE TO START OUT WITH. I MIGHT AS WELL FIX IT UP AND UTILIZE IT AT A TIME DURING THE RECESSION WHEN I COULD DO IT FOR PROBABLY LESS MONEY THAN I COULD ANY OTHER TIME. SO I HOPE THAT ANSWERS YOUR QUESTION.

Mayor Lane: THANK YOU, COUNCILWOMAN KORTE. COUNCILMAN LITTLEFIELD.

[Time: 00:23:59]

Councilman Littlefield: IS IT THE ROLE OF THE CITY MANAGER TO HAVE A VISION FOR SCOTTSDALE?

Fritz Behring: NO, IT'S NOT. MY ROLE AS CITY MANAGER, AS I SAID, TO TAKE CARE OF THE DAY-TO-DAY OPERATIONS OF THE CITY. YOU SHOULD NOT HAVE TO WORRY ABOUT WHETHER THE TRAIN IS RUNNING ON TIME, THAT'S MY JOB. AND BY TAKING CARE OF THOSE THINGS IT FREES UP THE ELECTED OFFICIALS TO HAVE THE TIME TO DEBATE POLICY INITIATIVES AND DEBATE THE FUTURE OF THE COMMUNITY. MY ROLE IN THAT IS TO PROVIDE YOU WITH THE INFORMATION YOU REQUEST, THE COMPLETE INFORMATION, ALL THE DATA, PRO AND CON, GOOD AND BAD, ATTRACTIVE AND UGLY SO YOU CAN MAKE THE BEST DECISIONS YOU CAN GOING FORWARD FROM A POLICY POINT OF VIEW. IT'S NOT MY JOB TO HAVE A POLICY ROLE. MY JOB IS TO MAKE IT EASIER FOR YOU TO SPEND THE TIME ON POLICY DEVELOPMENT AND TO MAKE SURE YOU HAVE ALL THE FACTS AND FIGURES WHEN YOU ARE HAVING THOSE DISCUSSIONS.

Mayor Lane: THANK YOU, COUNCILMAN.

Mayor Lane: MR. BEHRING ONE ADDITIONAL ITEM, I SUPPOSE. I SEE THERE ARE NO OTHER QUESTIONS. YOU HAD A SITUATION WHERE YOU'VE BEEN ASKED TO DO SOMETHING THAT YOU DID NOT APPROVE OF OR WERE INTERESTED IN OR. LET'S LEAVE IT AT APPROVED OF, HAVE YOU HAD SITUATIONS LIKE THAT AND HOW YOU GENERALLY HANDLE THAT?

Fritz Behring: IF IT'S SIMPLY AN ISSUE OF ENFORCING A DIRECTIVE OF THE BOARD. LET'S SAY THE BOARD TAKES ACTION AND THE CITY COUNCIL CHOOSES TO TAKE A COURSE OF ACTION ON AN ITEM. WHETHER I AGREE WITH IT OR DISAGREE WITH IT I WILL IMPLEMENT WHAT THE BOARD HAS DECIDED. THAT BEING SAID, I WOULD NOT DO ANYTHING THAT WOULD BE ILLEGAL THAT I WOULD HAVE SERIOUS PROBLEM WITH, I WOULD NEVER TAKE ANY ACTION WHETHER I WAS DIRECTED TO BY THE BOARD IF I FELT IT WAS A COMPLETE CONTRADICTION OF THE LAW. IF THAT SITUATION CAME UP, I WOULD HANDLE IT WITH THE ELECTED OFFICIALS AS PROFESSIONAL AS POSSIBLE, BUT WOULD NOT PUT MYSELF IN THAT POSITION AND WOULD HOPE THAT THE WORKING RELATIONSHIP WOULD BE GOOD ENOUGH THAT THE BOARD WOULDN'T PUT ME IN THAT POSITION AS WELL.

Mayor Lane: UNDERSTAND, THANK YOU VERY MUCH FOR YOUR RESPONSES AND YOUR PRESENTATION. I THINK WE'RE SET TO MOVE TO THE NEXT CANDIDATE. THANK YOU VERY MUCH.

Fritz Behring: THANK YOU.

[Time: 00:26:44]

Bernadette La Mazza: OUR SECOND CANDIDATE TONIGHT IS MR. CHARLIE MEYER. MR. MEYER HAS OVER 30 YEARS EXPERIENCE AS VILLAGE ADMINISTRATOR, COUNTY MANAGER, CITY MANAGER, AND CHIEF OPERATING OFFICER AT SUCH PLACES AS VILLAGE OF NORTH SYRACUSE NEW YORK, TOWN OF

GENESEE BATAVIA NEW YORK, CITY OF ST. LOUIS PARK MINNESOTA, CITY OF VIRGINIA BEACH VIRGINIA, AND THE CITY OF TEMPE ARIZONA. IN JUST ONE MOMENT HE'LL BE RIGHT HERE.

Mayor Lane: WE'RE LIVE ON TV SO THIS IS WHAT THEY CALL DEAD AIR.

Bernadette La Mazza: HE'S WALKING AS FAST AS HE CAN.

Mayor Lane: YOU KNOW I'M TEASING. THAT'S FINE.

Bernadette La Mazza: THERE HE IS. MAYOR, MEMBERS OF COUNCIL, MR. CHARLIE MEYER.

Mayor Lane: THANK YOU BERNADETTE. MR. MEYER, WELCOME.

[Time: 00:27:48]

CHARLIE MEYER CITY MANAGER APPLICANT PRESENTATION

Charlie Meyer: THANK YOU VERY MUCH FOR THE OPPORTUNITY TO BE HERE THIS EVENING. I KNOW THAT WE'RE ON A TIGHT TIMELINE I WOULD LIKE TO USE MY TIME IN ANSWERING QUESTIONS. WHAT I'LL DO IS TAKE THE THIRD QUESTION WHICH YOU ASKED FIRST WHICH IS WHAT IS IT THE QUESTION THAT SHOULD BE ASKED IN THIS FORUM AND I THINK THAT THE QUESTION FOR ME IS, WHAT IS THE OPTIMAL FORM OR THE OPTIMAL OPPORTUNITY FOR GOVERNANCE FOR THE CITY OF SCOTTSDALE. I THINK THAT'S THE QUESTION THAT REALLY NEEDS TO BE ASKED. AND I THINK THE ANSWER TO THAT IS A SYSTEM OF STRONG POLITICAL LEADERSHIP FROM THE ELECTED MEMBERS OF THE CITY COUNCIL AND A SYSTEM WITH A STRONG CITY MANAGER THAT HAS THE CAPABILITY TO DELIVER WHAT THE COUNCIL WANTS TO GET TAKEN CARE OF. AND YOU'VE SEEN MY RESUME AND I BELIEVE IT WAS JUST SHARED WITH YOU WHILE I WAS RUSHING OVER HERE AFTER I GOT THE SIGNAL. AND I HAVE GONE DONE PRETTY MUCH EVERYTHING THAT THERE IS TO DO IN LOCAL GOVERNMENT WORK, ALL KIND OF OPERATIONS FROM AIRPORTS TO SOCIAL SERVICES AND JUSTICE SYSTEMS AND ALL OF THAT. SO I HAVE THE EXPERIENCE TO WORK IN ALL OF THOSE AREAS. THE OTHER INCREDIBLY IMPORTANT COMPONENT IN TERMS OF THE CITY MANAGER BEING ABLE TO DELIVER THEIR END OF THE BARGAIN, IS TO HAVE A LEADERSHIP CAPABILITY. THAT'S SOMETHING THAT I HAVE WORKED ON FOR MY ENTIRE LIFE AND WILL CONTINUE TO WORK ON FOR AS LONG AS I'M ABLE TO. I STARTED WHEN I WAS IN BOY SCOUTS AND GIVEN A LEADERSHIP OPPORTUNITY AND LEARNED RIGHT THEN AND THERE THE BEST WAY TO DO LEADERSHIP IS TO DO IT EARLY AND OFTEN AND GIVEN THE OPPORTUNITY TO TAKE ON A JOB AS MANAGER AT AGE 23 I DID IT WHAT A FULL HEARTY DECISION AND IT GAVE ME LEADERSHIP OPPORTUNITY. WORKING IN SOME HIGHLY COMPLEX ORGANIZATIONS LIKE VIRGINIA BEACH WITH SOME 16,000 EMPLOYEES WORKING AT THE SCHOOLS, CITY AND COUNTY ALTOGETHER, AGAIN, LEARNING ABOUT LEADERSHIP SKILLS IN A VERY COMPLEX ENVIRONMENT THAT'S WHAT I WOULD PROPOSE TO BRING TO THE CITY OF SCOTTSDALE IS THE EXPERIENCE I HAVE AND LEADERSHIP CAPABILITIES THAT I'VE DEVELOPED AND I AM CONSTANTLY STRIVING TO IMPROVE UPON THOSE LEADERSHIP ABILITIES.

THE QUESTION OF WHY AM I INTERESTED IN THE CITY OF SCOTTSDALE AS I'VE HAD THE OPPORTUNITY TO SAY MOST OF YOU TODAY, THE CITY OF SCOTTSDALE IS VERY EXCITING OPPORTUNITY FOR

ANYBODY IN THE CITY MANAGEMENT BUSINESS. IT IS A GREAT CITY. IT'S A GREAT COMMUNITY. IT HAS A LONG HISTORY OF GOOD GOVERNANCE. I WOULD LIKE THE OPPORTUNITY TO BE ABLE TO WORK WITH THAT SYSTEM OF GOVERNANCE TO BE ABLE TO BRING THE SKILLS AND LEADERSHIP I HAVE SO THAT YOU COULD ACHIEVE THE OPTIMAL LEVEL OF GOVERNANCE THAT IS THE PARTNERSHIP BETWEEN THE COUNCIL AND THE CITY MANAGER. I DID THAT IN UNDER THREE MINUTES. I AM VERY PROUD OF MYSELF AND I WOULD LOVE TO SAVE MY 17 MINUTES FOR YOUR QUESTIONS AND MY ANSWERS.

[Time: 00:30:56]

Mayor Lane: THANK YOU MR. MEYER, I'LL START OFF WITH A QUESTION ABOUT HOW SOMETHING IN YOUR RECENT EXPERIENCE WOULD BE APPLIED IN AN OPPORTUNITY TO THE CITY MANAGER HERE IN SCOTTSDALE.

Charlie Meyer: WELL, I'LL SAY IT'S SOMETHING THAT I'VE BEEN WORKING ON GRADUALLY THROUGH MY CAREER. ONE OF THE THINGS THAT WE AND LOCAL GOVERNMENT DON'T DO VERY WELL IS FACT BASED DECISION BASED ON PERFORMANCE MANAGEMENT. BASED ON PERFORMANCE STANDARDS AND MY MOST RECENT EXPERIENCE IN THAT AS ENABLED ME TO FASHION A SYSTEM THAT I THINK INCLUDES ALL OF THE COMPONENTS THAT ARE NECESSARY TO REALLY DEVELOP PERFORMANCE MEASURES THAT ARE MEANINGFUL AND EXECUTE ON GOALS SET AROUND PERFORMANCE MEASURES AND I DON'T HAVE TIME TO GO THROUGH ALL OF IT BUT WE'RE ABLE TO DEVELOP A SYSTEM THAT WAS FIRST DEVELOPED BY A STRATEGY FROM CITY COUNCIL, STRATEGIES FROM EACH OF THE DEPARTMENTS AND THEN EXECUTION PLANS FOR ALL OF THOSE STRATEGIES FOR GOALS WERE SET AND GOALS WERE BOUGHT INTO BY THE INDIVIDUALS WHO HAD TO CARRY THEM OUT BE THAT A FRONT LINE EMPLOYEE OR DEPARTMENT DIRECTOR. THAT HAS PROBABLY BEEN ONE OF THE MORE REWARDING EXPERIENCES AND THAT'S SOMETHING THAT I WOULD LOVE TO BRING TO THE CITY OF SCOTTSDALE AND ON WHAT'S GOOD IT'S ALREADY HERE TO IMPLEMENT SOMETHING LIKE THAT.

Mayor Lane: VERY GOOD. THANK YOU. COUNCILWOMAN MILHAVEN.

Councilwoman Milhaven: THANK YOU, MR. MEYER. I HAVE TWO QUESTIONS. THE FIRST IS THE SAME ONE I ASKED THE OTHER CANDIDATE WHICH IS IN 3 TO 5 YEARS IF YOU'RE THE SUCCESSFUL CANDIDATE, WHAT WOULD YOU CONSIDER TO BE SUCCESS?

Charlie Meyer: WHAT I WOULD CONSIDER TO BE SUCCESS IS THAT THE CITY COUNCIL HAS COME TOGETHER AND AGREED ON A DIRECTION, WHETHER YOU CALL IT'S A STRATEGIC DIRECTION BUT THEY'VE AGREED ON A DIRECTION GOALS THAT THEY WANT US TO GET ACCOMPLISHED THAT THEY WANT FOR THIS COMMUNITY. AND THAT CAN BE IN A VARIETY OF DIFFERENT THINGS. IT CAN BE INTERNAL TO THE ORGANIZATION. IT CAN BE PLANNED USED MATTERS AND THE FORM OF THE COMMUNITY. BUT COUNCIL GETS CLEAR ON THOSE. AND THE STAFF IS THEN ABLE TO SET GOALS AROUND THOSE AND GET THOSE GOALS ACCOMPLISHED. ANYTHING LESS THAN THAT COULD BE SUCCESSFUL BUT ISN'T NECESSARILY VIABLE. A GOOD SYSTEM OF GOVERNANCE IS SOMETHING THAT YOU FEEL AT A GUT LEVEL BUT THAT'S NOT ENOUGH. I THINK THAT THE COMMUNITY DESERVES BETTER THAN JUST A GUT LEVEL SENSE OF THINGS GOING WELL. CERTAINLY LOTS OF PIECES THAT BUILD INTO THAT, YOU DO A GREAT COMMUNITY SURVEY. THAT'S SOME REALLY IMPORTANT

FEEDBACK THAT CAN BE USED TO DETERMINING HOW WELL YOU'RE DOING. BUT YOU CAN ALWAYS DO BETTER. YOU CAN MEASURE AGAINST OTHER COMMUNITIES. THAT'S WHAT I WOULD SEE AS LOOKING BACK 3 YEARS FROM NOW, 2 TO 3 YEARS FROM NOW. THAT'S HOW I WOULD TRUST YOU'VE BEEN SUCCESSFUL.

Councilwoman Milhaven: AND THEN MY SECOND QUESTION SINCE YOU TALKED ABOUT THE PERFORMANCE MANAGEMENT SYSTEM THAT'S VERY INTRIGUING TO ME AND IT SUGGESTS A CULTURAL SHIFT WHICH USUALLY MEETS WITH RESISTANCE. IF YOU COULD DESCRIBE WHAT ROLE YOU'VE PLAYED IN DRIVING THAT CULTURAL SHIFT AND HOW YOUR PERSONAL ROLE IN HOW YOU INTRODUCED IT AND THEN HOW YOU MIGHT HAVE RESPONDED TO RESISTANCE YOU RAN INTO.

Charlie Meyer: SURE, WE PUT TOGETHER THE SYSTEM AND WE'RE ABLE TO EXPLAIN IT AND STRUCTURE IT. WE'VE BUILT IN THE COMPONENTS OF TRAINING, THAT TRAINING CAN BE APPLIED TO SUPERVISORS. IT CAN BE APPLIED TO FRONT LINE EMPLOYEES AND MANAGEMENT. THAT WAS TRAINING ON HOW TO ACTUALLY GO ABOUT EXECUTING ON A GOAL. WE GAVE THE EMPLOYEE FLEXIBILITY IN SETTING GOALS THAT WERE MEANINGFUL TO THEM AND ALSO SERVE LARGER GOALS OF THE ORGANIZATION AND THAT WAS A PIECE. AND WITH THE DEPARTMENT HEADS IT WAS A MATTER OF TELLING THEM THAT THIS WILL BE USED FOR POSITIVE PURPOSES NOT FOR PURPOSES OF BEATING THEM UP. ALSO THAT IT'S NOT GOING TO GO AWAY THAT IT CAN BE CONSTRUCTIVE. AND THE KEY TO DOING THAT WAS TO FIND SOME PLACES IN THE ORGANIZATION WHERE THERE WAS A GREATER RECEPTIVITY, LET THEM PILOT A BIT AND WHEN THIGH PILOT IT AND IT WAS SUCCESSFUL AND THERE WEREN'T ADVERSE CONSEQUENCES, IT BECAME EASIER FOR OTHER MEMBERS OF THE STAFF TO SAY, OKAY, I THINK I CAN WORK WITH THIS. I FIND IT NOT SO THREATENING. SO THAT'S- THOSE ARE SOME OF THE COMPONENTS OF HOW TO GET ACCEPTANCE.

Councilwoman Milhaven: THANK YOU.

Mayor Lane: THANK YOU, COUNCILWOMAN. COUNCILMAN ROBINS.

[Time: 00:35:46]

Councilman Robbins: THANK YOU, MAYOR. TWO QUESTIONS SOMEWHAT RELATED. HOW DO YOU VIEW THE CITY BUDGET AND HOW THE BUDGET REFLECTS THE VALUES OF OUR COMMUNITY?

Charlie Meyer: GREAT QUESTION. EVERY CITY THAT I'VE WORKED IN HAS A DIFFERENT FEELING ABOUT IN PARTICULAR THE REVENUE SIDE AND WHAT CONSTITUTES A FAIR SYSTEM OF PAYING FOR IT CITY GOVERNMENT. USER BASED SYSTEMS ARE SUPPORTED BY SOME COMMUNITIES AND SOME MEMBERS OF COMMUNITIES OTHERS THAT SPREAD THE TAX LOAD MORE BROADLY. ARIZONA HAS A SYSTEM THAT IS VERY RELIANT UPON, AS I SAID, AT LEAST TO THE MAYOR THIS MORNING COMPLETELY ELASTIC FORM OF REVENUE WHICH IS THE SALES TAX AND THAT DOES CREATE A DEGREE OF VOLATILITY. AND YOU JUST LEARN TO LIVE WITH THAT. ON THE FLIP SIDE, ON THE EXPENDITURE SIDE OF THE BUDGET THIS COMMUNITY AND MOST COMMUNITIES HAVE EXPECTATIONS ABOUT SERVICE LEVELS. THIS COMMUNITY HAPPENS TO HAVE VERY HIGH EXPECTATIONS AND IN RETURN FOR THAT THEY'VE GOTTEN VERY HIGH LEVELS OF SERVICE AND THAT SHOWS UP IN YOUR COMMUNITY SURVEYS. THAT'S HOW THE COMMUNITY MEASURES WHETHER THEY'RE GETTING A BANG FOR THEIR BUCK IS HOW ARE YOU DELIVERING SERVICES AND WHEN YOU'RE DOING A GREAT STRONG JOB OF

DELIVERING SERVICES AND THE COMMUNITY FEELS AS THOUGH IT'S GETTING ITS VALUE FOR THE EXPENDITURE SIDE AND THEN IT'S JUST A MATTER OF WHO PAYS AND HOW AND WHAT'S FAIR AND THAT IS GOING TO VARY FROM COMMUNITY TO COMMUNITY AND GOING TO BE CONSTRAINED BY STATE.

Councilman Robbins: THANK YOU. YOU TALKED ON THIS A LITTLE BIT BUT MY SECOND QUESTION WAS; HOW DO YOU VIEW BASIC CITY SERVICES AND THE DELIVERY OF THOSE SERVICES TO OUR CITIZENS AS CUSTOMERS OF WHAT YOU ARE PROVIDING EVERYDAY. I GUESS MY QUESTION IS; HOW DO YOU EMPLOY OR SHOW OTHERS AT CITY LEVEL THAT IT'S IMPORTANT OR THAT IT'S NECESSARY TO PROVIDE BASIC CITY SERVICES TO OUR CITIZENS.

Charlie Meyer: I WANT TO MAKE SURE THAT I DON'T GET HUNG UP IN A SEMANTICS CONVERSATION. OVER THE YEARS I HAD CONVERSATIONS ABOUT BASIC SERVICES, CORE SERVICES, ESSENTIAL SERVICES, NONESSENTIAL SERVICES, AND GENERALLY THOSE ENDED UP IN A BIT OF A FRUSTRATING END. YOU CAN'T REALLY GET THERE. AND SO THOSE SERVICES WHICH OVER THE YEARS THE CITY COUNCIL HAS CHOSEN TO SUPPORT MOST STRONGLY, EFFECTIVELY BECOME THOSE CORE SERVICES. THEN YOU HAVE TO ASK MEMBERS OF THE COMMUNITY WHAT ARE THE MOST IMPORTANT THINGS TO YOU. FRANKLY IN MY EXPERIENCE IN MOST COMMUNITIES THERE ARE TWO THINGS; I WANT TO BE SAFE AND I WANT GOOD SCHOOLS. WE DON'T DO SCHOOLS, CITIES IN ARIZONA. BUT IT'S IMPORTANT TO US THAT WE ENSURE THAT WE DO HAVE A SOLID RELATIONSHIP WITH THE SCHOOL. SO PUBLIC SAFETY IS INCREDIBLY IMPORTANT TO THE COMMUNITY AND ONCE YOU GET THROUGH THAT AND PEOPLE FEEL SAFE AS YOUR COMMUNITY SURVEY INDICATE THAT THEY ARE. THEN YOU GET TO THOSE QUALITY OF LIFE SERVICES. SAFETY DOESN'T INCLUDE JUST PUBLIC SAFETY AT ALL IT COMES WITH SAFE WATER AND SAFE STREETS AND THOSE KIND OF THINGS AND THEN THEY ALSO WANT HIGHER QUALITY OF SERVICE AND QUALITY OF LIFE AND THAT'S GOING TO VARY CONSIDERABLY FROM ONE COMMUNITY TO THE NEXT. SOME PEOPLE ARE WILLING TO PAY FOR AMENITIES OF HIGH QUALITY LIBRARY AND RECREATIONAL OPPORTUNITIES AND THINGS OF THE NATURE, GREAT LANDSCAPING IN THE COMMUNITY. SCOTTSDALE HAS PUT A PREMIUM ON ALL OF THOSE AND IT WILL BE CHALLENGING TO BE ABLE TO MAINTAIN ALL OF THOSE. THAT WAS CERTAINLY MY OBJECTIVE TO BE ABLE TO MAINTAIN AND IMPROVE UPON ALL OF THE GOODS.

Councilman Robbins: THANK YOU.

Mayor Lane: THANK YOU COUNCILMAN. COUNCILWOMAN KORTE

Councilmember Korte: THANK YOU MR. MEYER. IN RESPONSE TO ONE OF THE QUESTIONS IN THE MATERIAL THAT YOU PROVIDED ONE OF THE QUESTIONS REGARDING CHALLENGES YOU SEE FOR SCOTTSDALE. YOU STATED THAT PERHAPS ONE OF THE BIGGEST CHALLENGES IS FORWARD LOOKING LEADERSHIP. CAN YOU EXPLAIN WHAT YOU MEAN BY THAT?

Charlie Meyer: AGAIN, I CAN ONLY SPEAK FOR MYSELF AS CITY MANAGER CANDIDATE AND SO WHAT I MEAN BY FORWARD LOOKING LEADERSHIP IS HAVING THE ABILITY TO SEE HOW THINGS MAY OR COULD TURN OUT IN THE FUTURE AND WHETHER THAT'S AROUND THE PHYSICAL STRUCTURE OF THE COMMUNITY OR WHETHER IT'S AROUND THE WAY THAT YOU ORGANIZE STAFF AND TRAIN STAFF AND BUILD A CULTURE WITHIN THE ORGANIZATION THAT 20 YEARS FROM NOW PAYS DIVIDENDS, THOSE

ARE THE THINGS THAT I THINK I HAVE SOME ABILITY TO SEE THAT. I'VE SEEN WHAT WORKS AND I SEE WHAT DOESN'T WORK. I SEE WHAT CAN HAPPEN WHEN YOU TRANSFORM ORGANIZATION CULTURALLY TO REALLY A HIGH PERFORMANCE ORGANIZATION. AND SO HAVING SEEN ALL OF THAT, THEN THE QUESTION WELL HOW DO YOU IMPLEMENT IT AND YOU HAVE TO GET PEOPLE ON BOARD. SO YOU HAVE TO FIRST BE ABLE TO ARTICULATE WHAT THAT VISION IS FOR THE FUTURE AND TO GET PEOPLE TO BELIEVE THAT YOU'RE ACTUALLY ABLE TO AND WANTING TO DELIVERING IT AND STICK WITH THE PROGRAM AND IF YOU MAKE ALTERATIONS ALONG THE WAY, FINE, YOU STICK WITH THE PROGRAM AND YOU DON'T GO OUT AND ONE INITIATIVE TODAY DROP IT AND GO ON TO THE NEXT FLAVOR OF THE WEEK, YOU KEEP MOVING IN A DIRECTION AND THE CORE IS PROBABLY NO DIFFERENT IN GOVERNMENT THAN IT IS IN BUSINESS IN TERMS OF HOW TO DEVELOP A HIGH EFFICIENT AND ORGANIZATION. IT'S JUST A LITTLE HARDER TO DO IN THE FISHBOWL. SO THAT'S WHAT MY VIEW IS OF THE VISION IS LEADING THE ORGANIZATION TO A POINT WHERE THEY CAN ALWAYS DELIVER ON THE COMMUNITY'S EXPECTATION. MAYOR I HAVE TO POINT OUT THAT I'M OPERATING WITHOUT A PARACHUTE HERE IN TERMS OF THE TIME IT'S AT ZERO, SO I'LL COUNT ON YOU.

Mayor Lane: THANK YOU MR. MEYER TO WHATEVER WISHES THAT THE COUNCIL WANTS TO ANSWER YOUR QUESTIONS WE'LL PROBABLY PROCEED BEYOND THAT TIME LIMIT. IN ANY CASE, I WASN'T WATCHING THAT MYSELF. I'VE BEEN KNOWN TO MISS BEFORE IN ANY CASE. BUT THANK YOU COUNCILWOMAN. WE DO HAVE COUNCILMAN LITTLE FIELD.

[Time: 00:42:36]

Councilman Littlefield: IS IT THE CITY MANAGER'S ROLE TO HAVE A VISION FOR SCOTTSDALE?

Charlie Meyer: I DO NOT, NEVER HAVE BELIEVED THAT'S IT CITY MANAGER'S ROLE TO HAVE A VISION. DOESN'T MEAN A CITY MANAGER CAN'T HAVE A VISION. WHAT I HAVE TOLD PEOPLE IN JOBS AS RECENTLY AS TEMPE; WHEN I CAME INTO TEMPE PEOPLE SAID TO ME WHAT IS YOUR VISION FOR THIS COMMUNITY, I SAID, IT'S NOT MY VISION. IT'S THE COMMUNITY'S VISION AND THE COUNCIL'S ABILITY TO INTERPRET AND COMMUNICATE THAT VISION. IT'S MY JOB TO BRING IT TO THE TABLE SO THE COUNCIL IS ABLE TO ARTICULATE THEIR VISION AND SOME OF THE WORK YOU'VE DONE AROUND STRATEGIC PLANNING IS SOMETHING I BELIEVE IN STRONGLY. IT'S A GOOD START FOR BEING ABLE TO CREATE THAT VISION FOR THE COMMUNITY AND IF YOU ASK ME, YOU KNOW WHAT, DO YOU THINK MIGHT BE POSSIBLE I'LL BE HAPPY TO SHARE THAT WITH YOU BUT THE ROLE OF CITY MANAGER IS DIFFERENT THAN OTHER CEO TYPE ROLES IN THAT CITY COUNCIL HAS TO HAVE THAT. IT'S THE COMMUNITY THAT HAS ITS VISION. THEY KNOW WHAT THEY ARE AND WHAT THEY WANT TO BE. IT'S THE COUNCIL'S JOB TO INTERPRET THAT. IT'S OUR JOB TO BRING TOOLS TO THE TABLE TO EXECUTE ON IT AND EXECUTE THAT DIVISION. IS THAT ANSWERING THE QUESTION, SIR.

Councilman Littlefield: OH, YEAH.

Charlie Meyer: OKAY. THANK YOU.

Mayor Lane: THANK YOU COUNCILMAN. I APPRECIATE MR. MEYERS THAT YOU WERE AS DISCIPLINED TO POINT OUT THE CLOCK. SOME OTHERS MAY NOT BE, NEVERTHELESS WE WANT TO MAINTAIN THE OPENNESS WITH REGARD TO THE TIME IT'S IMPORTANT DISCUSSION. I'VE GOT ONE ADDITIONAL ITEM

THAT I'D BE INTERESTED IN HEARING FROM YOU. IF YOU WERE GIVEN OVER SOME NEW PROCEDURES, NEW INSTRUCTIONS THAT YOU DIDN'T NECESSARILY AGREE TO, WHAT WOULD BE YOUR REACTION AND DO YOU HAVE EXAMPLE OF HOW YOU MIGHT HAVE HANDLED THAT IN THE PAST, HOW WOULD YOU HANDLE THAT?

Charlie Meyer: I'VE HANDLED IT LOTS OF TIMES. THERE HAVE BEEN MANY TIMES I MADE RECOMMENDATIONS TO THE COUNCIL, THEY DIDN'T ACCEPT IT AND I HANDLE IT AS BEST AS I CAN. I THINK I MAY HAVE USED AN EXAMPLE WHERE THE COUNCIL DEVELOPED A REVENUE POLICY AND I SUGGESTED TO THE COUNCIL THEY MAY NOT DO THAT I THOUGHT IN THE END THEY WERE NOT GOING TO BE ABLE TO DELIVER IT AND SUPPORT IT, THEY DID. I BUILT A BUDGET AROUND IT AND WE DID EVERY BIT OF DUE DILIGENCE WE COULD TO MAKE IT SUCCESSFUL AND IN THE END THE COUNCIL WASN'T ABLE TO SUPPORT THAT THAT'S MY JOB TO SUPPORT THAT AND SALUTE CAN CARRY OUT THE DIRECTION OF COUNCIL AND DO IT WITHOUT CRITICIZING COUNCIL AND WITHOUT SECOND GUESSING COUNCIL AND SAY THIS IS NOT WHAT WE RECOMMENDED BUT THIS IS WHAT THE COUNCIL IS GOING TO DO WE'RE GOING TO DELIVER IT. OBVIOUSLY IT WAS NOT LEGAL OR NOT ALLOWED OR IF IT WAS UNETHICAL THAT WOULD BE A DIFFERENT ISSUE I DON'T THINK THAT'S WHAT YOU'RE TALKING ABOUT. YOU'RE TALKING ABOUT I'VE GOT A WAY OF SEEING THINGS, COUNCIL SEES IT DIFFERENTLY. I'VE DONE THAT VERY MANY TIMES DURING MY CAREER AS I'VE CARRIED IT OUT AND, YOU KNOW, IT'S JUST THE WAY THE SYSTEM WORKS AND I'M GOOD WITH THAT.

Mayor Lane: APPRECIATE THAT MR. MEYER. LET'S JUST FOR A MOMENT THEORETICALLY IF IT WERE SOMETHING THAT YOU FELT WAS NOT APPROPRIATE, MAYBE TO THE POINT THAT IT WAS NOT ETHICAL OR LEGAL, HOW WOULD YOU HANDLE THAT.

Charlie Meyer: I WOULD GO TO EITHER THE PRIMARY COMPONENT THAT WE'RE SPONSORING IT OR TO THE COUNCIL AND SAY I WOULD LIKE TO SEEK A SECOND OPINION ON THIS AND IN SOME CASES IT MIGHT BE A LEGAL OPINION OR SOMETHING ALONG THOSE LINES. JUST IN THE INTEREST OF KEEPING ANY OF US OUT OF TROUBLE I WOULD TRY AND FIND SOMEPLACE WHERE WE COULD GO GET A SECOND OPINION AND I THINK I MAY HAVE DONE THAT ON BOND ISSUES OR SOMETHING LIKE THAT IN THE PAST WHERE, YOU KNOW, I KNOW THE DIRECTION YOU WANT TO GO. THE CONSEQUENCES OF GETTING THIS WRONG ARE SO SIGNIFICANT THAT YOU DON'T WANT TO GO THERE AND LET'S JUST AFFIRM WE HAVE THE ABILITY TO DO THIS AND SO THAT'S WHAT I WOULD DO.

Mayor Lane: OKAY. THANK YOU MR. MEYERS. COUNCILMAN PHILLIPS.

[Time: 00:46:44]

Councilman Robbins: MR. MEYER, WOULD YOU CONSIDER YOURSELF A PEOPLE PERSON AND HOW WOULD SPECIFICALLY HANDLE PUBLIC INQUIRIES?

Charlie Meyer: OKAY. I LOVE PUBLIC INQUIRIES. FRANKLY, ON A PEOPLE-PERSON BASIS I CAN SPEAK TO A GROUP LIKE THIS AND I CAN ALSO DO VERY WELL IN A ONE-ON-ONE BASIS IN TERMS OF GETTING SOMEBODY TO BELIEVE I'M REALLY LISTENING TO THEM THAT I REALLY CARE ABOUT WHAT IT IS THAT I HAVE TO SAY. WHEN I FIRST INTERACT WITH CONSTITUENTS THEY ARE OFTEN SURPRISED AND SAY FIRST DEALT WITH ME IN THE CITY WOULD HAVE TAKEN THIS LEVEL OF INTEREST. IT'S IMPORTANT TO

DO THAT AND SOME PEOPLE WILL SAY WHY WOULD THE HEAD OF THE ORGANIZATION, THE CITY MANAGER BE DEALING WITH CONSTITUENT COMPLAINTS THAT'S THE WORLD THAT WE LIVE IN. IF YOU DON'T HANDLE THOSE CONSTITUENT COMPLAINTS, YOU'RE GOING TO SPEND A LOT MORE TIME BACKTRACKING OVER YOUR MISTAKES THAN YOU WILL AND SO I LISTEN TO PEOPLE AND I LISTEN I'M SURE THAT I'VE HEARD WHAT IT IS THAT REALLY IS CONCERNING AND SOMETIMES IT'S NOT THE MESSAGE THEY INITIALLY DELIVER, YOU CAN ASK THEM CLARIFYING QUESTIONS AND WHAT YOU REALIZE IS WHAT THEY ARE REALLY LOOKING FOR IS SOMETHING HERE AND YOU SAY HOW ABOUT THIS. AND THEY SAY YEAH, THAT'S WHAT I WANT. THAT'S THE WAY I HANDLE CONSTITUENTS, CALLS AND IN TERMS OF BEING A PEOPLE PERSON, YEAH, ABSOLUTELY I AM A PEOPLE PERSON. THAT'S WHAT I LOVE ABOUT THE JOB IS BEING ABLE TO MAKE THOSE STRONG CONNECTIONS WITH PEOPLE.

Mayor Lane: THANK YOU, COUNCILMAN AND THANK YOU MR. MEYER FOR YOUR PRESENTATION. QUESTIONS AND ANSWERS ON YOUR OWN AND ALSO RESPONSES TO OUR QUESTIONS. THANK YOU VERY MUCH FOR THAT. I THINK WE'RE SET TO MOVE ON TO THE.

Charlie Meyer: THANK YOU VERY MUCH FOR THE OPPORTUNITY. I'D LOVE TO HAVE THE OPPORTUNITY TO SERVE THIS CITY COUNCIL. THANK YOU.

Mayor Lane: VERY GOOD. THANK YOU.

[Time: 00:48:46]

Bernadette La Mazza: OUR THIRD CANDIDATE THIS EVENING IS MR. TOM WILSON. MR. WILSON HAS OVER 25 YEARS EXPERIENCE AS CITY ATTORNEY, DEPUTY CITY MANAGER, CITY MANAGER AND ASSISTANT CITY MANAGER IN SUCH PLACES AS THE CITY OF TUCSON, THE CITY OF SCOTTSDALE WHERE HE WAS OUR CITY ATTORNEY FOR ABOUT 2 YEARS. THE CITY OF OCEANSIDE CALIFORNIA AND CITY OF PALM SPRINGS CALIFORNIA. THE CITY OF MILPITAS CALIFORNIA AND HE IS ON HIS WAY. HE'LL BE HERE IN ABOUT 30 SECONDS.

Mayor Lane: VERY GOOD. THANK YOU BERNADETTE.

Bernadette La Mazza: MAYOR, MEMBERS OF COUNCIL, MR. TOM WILSON.

Mayor Lane: THANK YOU BERNADETTE.

[Time: 00:50:05]

TOM WILSON CITY MANAGER APPLICANT PRESENTATION

Tom Wilson: GOOD AFTERNOON I'M TOM WILSON AND I'M THE THIRD PERSON WHO WANTS TO BE YOUR NEW CITY MANAGER. IT'S A GREAT PLEASURE TO BE HERE AND TO HAVE AN OPPORTUNITY TO INTRODUCE MYSELF, COLLECTIVELY TO YOU, ALTHOUGH WE'VE BEEN HAVING ONE-ON-ONE MEETINGS AND ALSO TO STAFF AND TO THE PUBLIC. BRIEFLY, A LITTLE PROFESSIONAL HISTORY; I'M AN ARIZONIAN, ESSENTIALLY, RAISED IN TUCSON, EDUCATED IN TUCSON, PUBLIC SCHOOLS AND TOOK MY FIRST DEGREE HAS A BACHELOR OF ARTS IN EDUCATION. DID SOME TEACHING BRIEFLY IN THE

TUCSON UNIFIED SCHOOL DISTRICT AND THEN WENT TO LAW SCHOOL, TOOK MY LAW DEGREE AND ENTERED THE PROFESSIONAL LEGAL MARKET AT ABOUT THE SAME QUALITY OF MARKET THAT WE HAVE TODAY FOR ATTORNEYS AND THAT'S ESSENTIALLY NOT MUCH OF A MARKET FOR GRADUATES FROM OUR LAW SCHOOLS TODAY. IT'S A VERY DIFFICULT ECONOMIC TIME. I WAS VERY FORTUNATE TO ACQUIRE A POSITION AS AN ASSISTANT CITY ATTORNEY IN THE CITY OF TUCSON AND THAT LAUNCHED MY PUBLIC PROFESSIONAL MUNICIPAL SERVICE CAREER. OVER THE PERIOD OF A NUMBER OF YEARS CLOSE TO 20, I THINK, I SERVED IN EVERY POSITION IN THIS THE CITY ATTORNEY'S OFFICE EXCEPT BEING THE CITY ATTORNEY AND I WAS BLESSED BY HAVING THE OPPORTUNITY IN 1987 TO COME TO SCOTTSDALE AS SCOTTSDALE'S CITY ATTORNEY, SO THIS IS A BIT OF A RETURN FOR ME. I SERVED HERE CLOSE TO THREE YEARS AS CITY ATTORNEY AND AT THE TIME THE CITY MANAGER LEFT AND I SERVED A BRIEF PERIOD OF TIME IN WHICH I WAS THE INTERIM CITY MANAGER SERVING AS THE BRIDGE UNTIL A NEW CITY MANAGER WAS CHOSEN, THAT WAS ALSO THE TIME WHERE I THINK I BECAME A BIT SMITTEN BY ANOTHER PART OF MUNICIPAL SERVICE AND THAT WAS THE MANAGEMENT ADMINISTRATION OF CITIES. THE CITY COUNCIL AT THAT TIME CHOSE JORGE CARASCO FOR THEIR CITY MANAGER. I RETURN TODAY THE CITY ATTORNEY'S OFFICE AND WAS SERVING IN THAT POSITION UNTIL I RECEIVED A CALL FROM A MENTOR OF MINE AND THE CITY MANAGER IN TUCSON, ARIZONA AND HE ASKED IF I WOULD CONSIDER RETURNING TO TUCSON TO BECOME HIS CHIEF ASSISTANT AND AT THAT TIME IT WAS A GREAT CHANGE OF OPPORTUNITY FOR ME AND A CAREER CHANGE. I ACTUALLY CHATTED WITH THE MAYOR DRINKWATER AND HE SAID, WELL TOM, YOU'VE GOT THE BEST ATTORNEY JOB IN THE STATE MAYBE IN THE COUNTRY AND SO WE OUGHT TO REALLY CONSIDER THIS AND I SAID, WELL, YOU KNOW, I REALLY THINK THIS MIGHT BE SOMETHING THAT I REALLY WOULD LIKE TO TRY AND SO HE CONCLUDED BY SAYING I KNOW THE CITY MANAGER THERE IF YOU'RE GOING TO LEARN THE BUSINESS YOU CAN LEARN IT FROM A BETTER PERSON, SO I DID GO BACK TO TUCSON, DID BECOME THE CITY MANAGER ULTIMATELY IN TUCSON AND SERVED THERE FOR ABOUT 3 YEARS. BE VERY CANDID WITH YOU, I WASN'T READY FOR THAT JOB AT THAT TIME. I DID PERFORM IN A VERY SPECIAL FASHION, BUT I WAS NOT READY FOR THE DYNAMICS OF LEADERSHIP IN A DIFFERENT WAY AND POLITICAL ENVIRONMENT IN TUCSON.

SO CHOSE TO LEAVE AND I RETURNED TO SCOTTSDALE IN A HOME THAT I HAD HERE WHEN I WAS CITY ATTORNEY AND LOOKED AND DID SOME PRIVATE LEGAL WORK AND ULTIMATELY HAD A CHANCE TO MOVE TO CALIFORNIA AND BECOME THE CITY MANAGER IN OCEANSIDE. I WAS THERE FOR 7 YEARS, MOVED TO NORTHERN CALIFORNIA TO MILPITAS A SMALL COMMUNITY BUT ONE IN THE HEART OF SILICON VALLEY. THERE I SERVED AS CITY MANAGER FOR MORE THAN FIVE YEARS. THEN I LEFT AND HAVE BEEN MOST RECENTLY THE ASSISTANT CITY MANAGER IN PALM SPRINGS CALIFORNIA, COMING BACK TO SOUTHERN CALIFORNIA AND CLOSER TO ARIZONA. WITH ALL OF THAT PROCESS AND NUMBER OF YEARS I HAVE RECENTLY RETIRED FROM THE PUBLIC SERVICE IN CALIFORNIA WITH NATIONAL ECONOMY AND RESTRUCTURING OF PENSIONS AND ALL, THERE WERE SOME REALLY MANDATORY ISSUES OF WHY I NEEDED TO AND OTHERS MY SENIORITY NEEDED TO EXERCISE OPPORTUNITIES IN THE RETIREMENT SYSTEM OR LOSE THEM BECAUSE OF RESTRUCTURING. I CHOSE TO LEAVE CALIFORNIA AND OFFICIALLY RETIRE FROM THEIR SYSTEM AND AM COMING BACK TO ARIZONA TO OUR HOME HERE IN SCOTTSDALE AND I'M VERY PRIVILEGE TO HAVE THE OPPORTUNITY TO BE CONSIDERED BY THE COUNCIL FOR THE POSITION OF CITY MANAGER.

[Time: 00:55:34]

THIS IS A DIFFICULT TIME FOR MUNICIPAL SERVICE ACROSS THE COUNTRY AND OF COURSE THE GREAT RECESSION OR YOU CAN CALL IT THE WORST DEPRESSION WE'VE HAD HAS REALLY CHANGED THE PARADIGM FOR SERVICE AND ALL CITIES ARE STRUGGLING IN MANY WAYS. THOSE THAT ARE MOST SUCCESSFUL IN CERTAINLY SCOTTSDALE IS ONE OF THE MOST SUCCESSFUL HAVE BEEN ABLE TO THAT THE PRIORITY FOR EXISTENCE AS THE GOVERNMENT IS THE FIRST AND FORECAST THE DELIVERY OF SERVICES TO THE COMMUNITY AND TO THE CITIZEN OF THE COMMUNITY. THE ORGANIZATION AND STAFF HAVE MADE A POINT OF MAKING SERVICE TO THEIR RESIDENTS AND SERVICE TO THE CITIZENS WHO ARE RESIDENTS AT A FIRST CLASS LEVEL. IT'S NECESSARY TO CONTINUE THAT COMMITMENT FOR THE SUCCESS OF THIS COMMUNITY AND YOU HAVE ALL THE TOOLS TO DO THAT IN A VERY POSITIVE AND UNIQUE WAY. CLEARLY SCOTTSDALE HAS DEFINED ITSELF TO ITS HISTORY AS BEING SPECIAL AND IT REMAINS THAT WAY. AND I WOULD BE VERY PRIVILEGED TO HAVE THE OPPORTUNITY TO PARTICIPATE IN THAT SUCCESS AS IT'S GOING FORWARD. IT'S GOING TO REQUIRE A CHANGE AS WE EXPERIENCED A LOT OF CHANGE. IT'S GOING TO REQUIRE A MATURITY OF JUDGMENT BY ITS ELECTED OFFICIAL AND COMMITMENT TO EXECUTION AND TO ACCOUNTABILITY BY ITS STAFF AND I BELIEVE THAT I PROVIDE THE LEADERSHIP THAT CAN DELIVER PART OF THAT PARTNERSHIP AND THAT PARTNERSHIP BEING FIRST AND FOREMOST THE PARTNERSHIP WITH THE COUNCIL TO THE COMMUNITY AND THEN THE PARTNERSHIP OF THE STAFF TO THE COUNCIL AND THE COMMUNITY, TO DELIVER SERVICES AND THE WORK PRODUCT THAT CAN MAKE AND CONTINUE TO RECOGNIZE SCOTTSDALE AS A SPECIAL PLACE TO LIVE TO RAISE YOUR FAMILIES AND TO WORK. MY EXPERIENCES HAVE BEEN VERY DIVERSE AND I WORK IN TREMENDOUSLY DIVERSE ENVIRONMENTS. MONEY HAS ALWAYS BEEN AN ISSUE. THERE'S NEVER SEEMINGLY ENOUGH AT THE SAME TIME THERE'S ALWAYS OPPORTUNITY TO DO MORE WITH WHAT YOU HAVE. I BELIEVE THAT SCOTTSDALE'S STABILITY ECONOMICALLY IS AN EARNED AND DESERVED PRODUCT OF LEADERSHIP OF THE COMMUNITY AND IT NEEDS TO FIRST AND FOREMOST BE MAINTAINED IN THE FUTURE. THE COUNCIL HAS OBVIOUSLY CREATED THE ENVIRONMENT BY WHICH THEY'RE SPENDING TO RECEIVE AND GETTING THE BEST VALUE FOR THAT. MY EXPERIENCES AS MANAGER HAVE GENERAL GENERATED THAT KIND OF PRODUCTIVITY AND OTHER COMMUNITIES AND MY COMMITMENT WOULD BE TO DELIVER THE FINEST SERVICE FOR THE BEST VALUE TO THIS COMMUNITY THROUGH ITS STAFF AND THE COUNCIL'S LEADERSHIP. YOU MAY HAVE SOME QUESTIONS AND IF YOU DO I'LL BE PLEASE TODAY ANSWER OR ADDRESS THEM AND IF YOU DON'T, I HAVE SOME IDEAS OR SOME CLOSING COMMENTS THAT I WOULD BE PLEASED TO MAKE.

[Time: 00:59:17]

Mayor Lane: VERY GOOD. THANK YOU MR. WILSON FOR THOSE REMARKS AND EXPLANATIONS AND THE BACKGROUND, WE DO HAVE SOME QUESTIONS AND I WILL START WITH JUST ONE THAT I HAVE ASKED THE OTHERS AND THAT IS SPECIFICALLY TO THE POINT IF YOU WERE DIRECTED WITH NEW PROCEDURES AND NEW INSTRUCTIONS IN AN AREA AND THAT YOU DIDN'T AGREE WITH. HOW WOULD YOU HANDLE THAT AND DO YOU HAVE SOME INSTANCES WHERE IN YOUR EXPERIENCE WHERE YOU HAVE BEEN FACED WITH THAT AND HOW DID YOU GO ABOUT DEALING WITH THAT?

Tom Wilson: I ASSUME THAT'S A POLICY DIRECTION FROM AN ELECTED OFFICIAL. WELL, I'VE CERTAINLY EXPERIENCED THOSE OPPORTUNITIES AND MY APPROACH HAS ALWAYS BEEN LET'S TAKE AN OPPORTUNITY TO REALLY EXAMINE WHAT OUR GOAL IS FIRST AND FOREMOST. WHAT ARE WE TRYING TO ACCOMPLISH AND THEN TO DETERMINE IF IN FACT THE DIRECTION WE'RE REALLY

ACCOMPLISHING A GOAL THAT IS THE INTENTION OF THE ELECTED OFFICIAL OR THE GOVERNING BODY. IF IT'S IN A COLLECTIVE SENSE, IT IS TO BRING THE ITEM BACK TO YOU WITH A THOROUGH ANALYSIS OF WHAT IS PERCEIVED TO BE THE SHORTCOMINGS OF THE PROPOSED DIRECTION, TO DO THAT IN A FASHION WHICH IS DEFINITIVE AND ARTICULATES THE DIFFERENCES AND PROVIDES A PROCESS OR AN APPROACH THAT WILL ACCOMPLISH THE GOAL WITHIN AN APPROPRIATE PROCESS. IF IT'S ON AN INDIVIDUAL BASIS, AND I'VE HAD THAT SAME INCIDENT OCCUR, IT'S A MATTER OF SITTING DOWN AND HAVING AN HONEST DIALOGUE, COMMUNICATION BEING THE FOUNDATION OF IT AND EXPRESSING THE CONCERNS AND ONCE AGAIN PROVIDING ALTERNATIVE TO ENSURE THAT THE GOAL IS UNDERSTOOD AND THAT THERE IF THERE IS A POSITIVE WAY OF ATTAINING THAT GOAL THAT WILL ELIMINATE A CONFLICT OR PROVIDE A MISDIRECTION. THAT'S HOW I'LL APPROACH THAT WITH THAT KIND OF A CIRCUMSTANCE.

Mayor Lane: WELL, VERY GOOD. COUNCILWOMAN MILHAVEN.

Councilwoman Milhaven: THANK YOU MAYOR AND THANK YOU MR. WILSON. SO IF YOU'RE THE SUCCESSFUL CANDIDATE AS SCOTTSDALE MOVES FORWARD, IF YOU'RE TO LOOK BACK 3 TO 5 YEARS FROM NOW, HOW WOULD YOU DEFINE SUCCESS?

Tom Wilson: FIRST OF ALL I WOULD DEFINE SUCCESS AS BEING SUCCESSFUL IN ENERGIZING THE COMMUNITY WITH A SPIRIT OF ACCOMPLISHMENT AND SERVICE. I WOULD DEFINE SUCCESS AS BEING FISCALLY RESPONSIBLE TRUSTEE'S OF THE PUBLIC'S TREASURY SO THAT THERE WOULD BE A POSITIVE ECONOMIC PROFILE AND FINANCIAL STATEMENT. I WOULD DEFINE IT AS HAVING ENERGIZED WORK FORCE THAT IS RESPONSIBLE, ACCOUNTABLE AND COMMITTED TO THE DELIVERY OF SERVICE AND I WOULD HOPE THAT WE WOULD ALSO BE ABLE TO. THAT HAS MOVED THE COMMUNITY FORWARD IN A POSITIVE AND FOR SCOTTSDALE IN A UNIQUE AND POSITIVE MANNER. WE NEED TO BE ABLE TO THINK LARGE AND THINK SUCCESS AND THINK POSITIVE AND WE NEED TO VISION AND JUDICIOUSLY IMPLEMENT THOSE VISIONS TO ACCOMPLISH MAINTAINING A COMMUNITY THAT IS TRULY VIEWED BY ITS CITIZEN AND ITS THE BEST COMMUNITY AND BEST CITY THAT THEY'VE EXPERIENCED.

Councilwoman Milhaven: THANK YOU.

Mayor Lane: THANK YOU COUNCILWOMAN. COUNCILWOMAN KORTE.

[Time: 01:03:44]

Councilmember Korte: YOU SPOKE OF YOUR EXPERIENCE IN TUCSON AS BEING SIGNIFICANTLY UNPREPARED FOR THAT CITY MANAGER POSITION. WHAT HAS BEEN YOUR GROWTH OR EVOLUTION OF SKILLS THAT BRINGS YOU HERE TODAY?

Tom Wilson: THAT'S AN EXCELLENT QUESTION. I WAS UNPREPARED IN I THINK THE PERSPECTIVE OF THE LARGER ISSUE OF NOT IMPLEMENTATION AND POSITIVE ACCOMPLISHMENT IN A TECHNICAL SENSE, BUT THE POLITICS IN A SMALL P AND INTERACTION IN THE COMMUNITY AND THE LEADERSHIP EFFORTS THAT ARE REQUIRED OF A MANAGER. SO MY FOCUS SINCE I DECIDE TODAY GIVE IT ANOTHER TRY IS TO REALLY OVER COME THOSE SHORTCOMINGS. THE FIRST THING IS I HAVE REACHED OUT FOR MENTOR SHIP AND I'VE GOTTEN RID OF BEING A VERY GOOD ATTORNEY WHO COULD HANDLE IT ALL

AND RECOGNIZE THAT THOSE SKILLS ARE NOT DIRECTLY TRANSLATABLE WITHOUT MODIFICATION AND ENHANCEMENT. THE SECOND THING IS THAT I'VE DEVELOPED A PERSONAL SENSE OF ETHIC AND RELATIONSHIP TO COMMUNITY AND PEOPLE AND THE TWO TENANTS OF THAT ARE FUNDAMENTALLY RESPECT FOR EVERY PERSON, CITIZEN, NONCITIZEN, EMPLOYEE, ELECTED OFFICIAL AND COMMUNICATION WHICH IS HONEST AND THOROUGH. AND I HAVE FOUND THAT APPLYING THAT GENERATES AN OPPORTUNITY FOR A DIALOGUE AND OPPORTUNITY FOR AN UNDERSTANDING OF PEOPLE'S POSITIONS PEOPLES CONVICTIONS, ALONG WITH FAILURES TO BE VERY CANDID WITH YOU. YOU KNOW, SUCCESS INFLATES YOU, IT MAKES YOU FEEL WONDERFUL AND IT'S CERTAINLY IN MOST CASES REALLY WELL LEARNED. BUT AN OCCASIONAL FAILURE OR SHORTCOMING IS WHERE YOU ACTUALLY IF YOU'RE GOING TO GROW AND I HOPE I HAVE DONE THAT IS WHERE YOU REALLY LEARN ABOUT WHAT YOU NEED TO DO TO BE BETTER AND SO I'VE HAD SOME MOMENTS WHERE I HAVE HAD TO DO THAT KIND OF WORK AND SEARCHING AND I THINK I HAVE REACHED A POINT WHERE I UNDERSTAND A VERY SIGNIFICANT PRINCIPAL THERE IS MANAGEMENT AND THEN THERE'S LEADERSHIP. THEY'RE NOT IDENTICAL AND YOU HAVE TO APPLY THEM AT DIFFERENT TIMES. AND ALL OF THAT HONEST COMMUNICATION AND RESPECT AND VALUE FOR EACH INDIVIDUAL

Mayor Lane: THANK YOU COUNCILWOMAN. COUNCILMAN PHILLIPS.

Councilmember Phillips: THANK YOU MAYOR. MR. WILSON I ASKED THIS OF THE OTHER TWO. WOULD YOU CONSIDER YOURSELF A PEOPLE PERSON IN HOW YOU WOULD SPECIFICALLY HANDLE PUBLIC INQUIRIES?

Tom Wilson: I'M DEFINITELY A LEARNED PUBLIC PEOPLE PERSON. IT'S NOT A NATURAL SKILL. I MAY BE MORE INTROVERTED IN CERTAIN WAYS THAN BEING AN EXTRAVERTED PEOPLE PERSON, BUT AS I MENTIONED EARLIER. IT'S ESSENTIAL THAT YOU HAVE TO START BY BEING A SUCCESSIVE PERSON WITH PEOPLE. I DO BELIEVE THAT I AM A PEOPLE PERSON. I WAS MENTIONING TO ANOTHER COUNCILMEMBER THAT THERE HASN'T BEEN A COMMUNITY THAT I HAVE MANAGED THAT I HAVE NOT BEEN ABLE TO IDENTIFY BY PERSONAL NAME 90% OF THE WORK FORCE AND PROBABLY KNEW SOMETHING ABOUT THEM PERSONALLY RATHER THAN SIMPLY THEIR JOB OR THAT THEY WERE A MEMBER OF THIS PART OF THE ORGANIZATION. AND THAT HAS BEEN A PERSONAL EFFORT TO ACTUALLY KNOW THE PEOPLE THAT YOU'RE WORKING WITH AND FOR AND TO REACH OUT AND SO I DO BELIEVE THAT. I'M SORRY I DIDN'T QUITE HEAR THE LAST PART OF YOUR QUESTION.

Councilmember Phillips: HOW WOULD YOU HANDLE PUBLIC INQUIRIES?

Tom Wilson: CERTAINLY. PUBLIC INQUIRIES, I WOULD USE THE DRINKWATER MODEL AND I ACTUALLY HAVE. MAYOR DRINKWATER DURING HIS TERM IN MY EXPERIENCE HAD A STANDARD IF WHICH A CALL WAS NOT RETURNED WITHIN 24 HOURS, YOU MAY GET VISITED BY THE MAYOR AND I DID HAVE SUCH A VISIT BY THE MAYOR IN MY OFFICE AS THE CITY ATTORNEY WHEN I THINK ABOUT THE THIRD MONTH I WAS HERE. AND HE HANDLED IT IN INCREDIBLY GRACIOUS WAY BUT HE WAS CLEAR THAT THE INTENT WAS IF SOMEONE HAS TAKEN THE TIME TO MAKE AN INQUIRY, YOU NEED TO TAKE THE TIME AND BE PRESENT AND RESPECTFUL BY RETURNING THE INQUIRY AND I HAVE NOT DONE THAT, ACTUALLY, ON AN INQUIRY AND HE HELPED ME ADOPT THAT PARADIGM AND IT HAS BEEN ONE THAT I'VE TAKEN WITH ME IN ALL OF MY OTHER WORK. SO THERE WOULD BE A CALL. IT WOULD BE WITHIN 24 HOURS AND IF IT WAS MAYOR, IT WOULD HAVE BEEN WITHIN 10 MINUTES.

Mayor Lane: THANK YOU COUNCILMAN. COUNCILMAN ROBBINS.

[Time: 01:03:44]

Councilman Robbins: MR. WILSON FOR BEING HERE. TWO QUESTIONS, ONE IS HOW DOES OUR CITY BUDGET REFLECT THE VALUES OF OUR COMMUNITY? HOW DO YOU SEE THAT HAPPENING.

Tim Wilson: WELL, I HAVE THE OPPORTUNITY TO SIT IN ONE OF YOUR PRELIMINARY BUDGET DISCUSSIONS IN MAY, MAY 7th AND I SAW THE DIALOGUE AND HAD A CHANCE TO REVIEW THE BUDGET. I THINK IT DOES REFLECT YOUR VALUES. I THINK YOU'RE PUTTING YOUR PRIORITIES IN PLACES IN WHICH DELIVER THE PRIORITIES TO THE CITIZENS THAT ARE ACCUSTOMED TO THOSE SERVICES. I THINK THERE HAS TO ALWAYS BE THE ABILITY TO MAINTAIN A SIGNIFICANT BALANCE AND THAT'S DIFFICULT PARTICULARLY IN STRESSFUL TIMES. I KNOW THAT ON THE 7th THERE WAS PRESENTATION BY SOME OF THE POLICE OFFICERS RELATED TO THEIR SALARY CONDITIONS AND TURN OVER AND ALL, BUT I SAW A BUDGET THAT YOU WERE ADDRESSING AND TRYING TO WITHIN THE RESOURCES AVAILABLE ADDRESS EMPLOYMENT COMPENSATION. YOU WERE FUNDING THE FOUNDATIONS OF THE COMMUNITY FROM CULTURAL ARTS TO PARKS AND RECREATION LIBRARY AND YOU WERE MAINTAINING A STANDARD THAT I BELIEVE WAS REFLECTED BY A BALANCE ACROSS THE AGENDA. YOU KNOW, IF YOU WERE A PRIVATE CORPORATION YOU WOULD BE SHEDDING RESPONSIBILITIES BECAUSE MOST PRIVATE CORPORATION FINDS THREE OR FOUR THINGS AND FOCUS ON MAKING WE JETS AND THIS AND OTHERS. THE RANGE OF RESPONSIBILITIES OF THE COMMUNITY OF THE LOCAL GOVERNMENT HAS. IT'S A CHALLENGE FOR ANY BUDGET TO REACH ALL OF THE DEMANDS AND ALL OF THE NEEDS, BUT I BELIEVE THAT YOUR BUDGET DID RESPECT THOSE AND WITHIN THE CAPACITY TO MAINTAIN NOT SPENDING MORE AND COMMITTING MORE THAN YOUR REVENUE STREAM WHERE SUPPORT IS A POSITIVE.

Councilman Robbins: AND THEN SECONDLY, HOW DO YOU VIEW BASIC CITY SERVICES IN YOUR ROLE TO PROVIDE THOSE IN THE COMMUNITY?

Tim Wilson: WELL, THE FOUNDATION AS I MENTIONED TO YOU EARLIER, THE PRIORITY OF THE RATIONALE FOR THE COMMUNITIES GOVERNMENTAL EXISTENCE FUNDAMENTALLY IS TO PROVIDE BASIC SERVICES AND THOSE SERVICES BEING THOSE THAT CANNOT BE EFFICIENTLY PROVIDED BY AN INDIVIDUAL TO THEMSELVES THAT'S WHY WE HAVE SCHOOL TEACH OUR KIDS. WE HAVE SOME FOLKS TO EDUCATE THEM. YOU CAN'T CREATE YOUR OWN WATER SYSTEM AND YOUR OWN SEWER SYSTEM AND STREETS AND YOUR OWN PARKING, SO THOSE ARE THE KIND OF THINGS THAT GOVERNMENT HAS BEEN ORGANIZED FOR AND THOSE BASICS ARE NOT EXCLUSIVELY SAFETY. THERE ARE A LOT OF OTHER PARTS THAT IS FUNDAMENTALLY IF WE DIDN'T HAVE WE WOULD BE CALLING SOMEBODY REQUESTING IT. IF YOUR STREET IS NOT THERE OR IF IT'S NOT IN CONDITION TO PASS, OBVIOUSLY THAT'S CONCERN AND THEN BEHIND ALL OF THIS IF THE COMMUNITY CAN'T HAVE A SENSE OF ITS OWN SAFETY AND WELL BEING AND IT'S ABILITY TO ENGAGE IN ITS INDEPENDENT COMMERCE AND SOCIALIZING THERE CAN BE NO SAFE THERE CAN REALLY NOT BE A COMMUNITY WITHOUT SAFETY. SO THE BASIC SERVICES, I THINK, YOU STACK THEM UP WITH PUBLIC SAFETY, BASIC UTILITY SERVICES AND THE PROVISION OF FUNDAMENTAL EDUCATIONAL AND RECREATIONAL OPPORTUNITIES.

Councilman Robbins: THANK YOU.

Mayor Lane: THANK YOU COUNCILMAN. COUNCILMAN LITTLEFIELD.

Councilman Littlefield: IS IT THE CITY MANAGER'S ROLE TO HAVE A VISION FOR SCOTTSDALE?

Tim Wilson: CERTAINLY. IF YOU ARE A LEADER WITHOUT A VISION, I THINK YOU'RE, WELL I WOULD CHALLENGE THE FACT THAT YOU WERE A LEADER YOU'RE PROBABLY A MANAGER. I THINK THE CITY MANAGER'S POSITION REQUIRES A CERTAIN AMOUNT OF VISION AND IF VISION IS THE FOUNDATION OF LEADERSHIP, THEN I THINK CERTAINLY AND I BELIEVE THAT TO BE TRUE AND I THINK YOU HAVE TO HAVE VISION AND YOU HAVE TO BE A LEADER AND I THINK THAT TO BE TRUE. YOU HAVE TO HAVE A VISION AND YOU HAVE TO BE A LEADER. THERE IS A HIERARCHY OF LEADERSHIP AND VISION. THE VISION THAT A MANAGER CAN CONTRIBUTE SHOULD BE A VISION TO COMPLEMENT OR ARTICULATE OR ADVANCE THE VISION OF THE COUNCIL. YOU ARE THE ELECTED OFFICIALS. YOUR PRIMARY RESPONSIBILITY IS NOT TO THE CITY MANAGER AND STAFF OR TO THE ORGANIZATION, IT'S PRIMARILY TO THE CITIZENS AND SO I WOULD RESPECT AND EXPECT THE VISION THAT WAS THE COMPELLING AND COMMANDING VISION ORIGINATES WITH THE GOVERNING BODY AND THAT THE MANAGER CAN HAVE INPUT AND ASSISTANCE IN ARTICULATING AND ADVANCING AND ENHANCING THAT VISION AND THEN IS RESPONSIBLE FOR CONVEYING THAT VISION AND ARTICULATING IT AND MARKETING IT TO THE ORGANIZATION AND THE COMMUNITY.

Mayor Lane: THANK YOU, COUNCILMAN. WELL, THAT DOES IT FOR THE QUESTIONS MR. WILSON. THANK YOU VERY MUCH FOR YOUR RESPONSES AND FOR YOUR PRESENTATION AND FOR BEING HERE.

Tim Wilson: IT'S MY PLEASURE AND I'M PRIVILEGED TO BE CONSIDERED FOR THIS POSITION. THANK YOU VERY MUCH YOUR HONOR.

ADJOURNMENT

[Time: 01:15:23]

Mayor Lane: WELL, THAT COMPLETES. BERNADETTE, DO YOU HAVE ADDITIONAL COMMENTS IN CLOSING?

Bernadette La Mazza: MAYOR MEMBERS OF COUNCIL I WAS JUST GOING TO INDICATE WE'LL BE BRINGING OUT THE CANDIDATES FOR THE PUBLIC RECEPTION.

Mayor Lane: AFTER WE ADJOURN HERE, CERTAINLY, YES, THANK YOU AND THAT IS NOTED AND WE WILL BE FOLLOWING THIS MEETING WITH THAT RECEPTION RIGHT HERE. SO THAT DOES COMPLETE THE CANDIDATE PRESENTATIONS AND INTERVIEWS HERE AT THIS SPECIAL MEETING AND I HAVE A MOTION TO ADJOURN FROM A RELIABLE SOURCE ALWAYS AND I THINK I HAVE A SECOND AND THAT DOES MEAN WE ARE ADJOURNED. THANK YOU VERY MUCH.